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ABSTRACT

A study of the difference in student performance when currency or token money is used was studied with six mildly mentally retarded children (ages 8 to 12) as Ss. Students were given jobs (teacher aide, movie projectionist, art or shop teacher) and were rated in the areas of punctuality, appearance, following directions, completing tasks, and behavior for each of the 5 week study periods over 2 years (total 10 weeks studied). The first year token money was used, the second year currency was used. Results showed that the Ss earned almost exactly the same amount of token money as currency, and that work levels were highest in the areas of punctuality and appearance. Other findings showed that students had job preferences even at an early age. Guidelines for the Work Record Sheet and work record tables are included. (PHR)

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THE WORLD OF WORK: WORK WEEK-UPDATE

A RESEARCH PROJECT by

CAROL E. ELLINGTON

MARCH 25, 1980

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WORLD OF WORK: WORK WEEK RESEARCH PROJECT

"Use of Token Money vs. Currency"

I. INTRODUCTION:

After presenting my World of Work program to several hundred educators throughout the nation, the major criticism was the premi: that the students would not work for anything but currency, making the program a very expensive one and impractical in most instances.

A determination needs to be made whether there is a significant difference in the students' performances when work is being done for token payment and when it is being done for payment in currency.

Observations have led me to believe that students will work as diligently for token money as currency, if the tokens can be spent for something that is rewarding.

II. BACKGROUND INFORMATION:

A form of token economy, (monetary), has always been in existence. Employees receive money for job performance and additional incentives, such as bonuses. How many of us would go to work without some sort of reward?

Investigations relying upon token reinforcement in the form of tok money, trading stamps or points, redeemable for back-up events, have shown consistent effects on behavior, (Katz, et. al., 1972).

Advances in token economy research have established that token programs may be viewed as economic systems. Target or token earning behaviors represent work output. Delivery of tokens are wages. Tokens spent on back-up reinforcers are expenditures. The amount accumulated is viewed as savings. A few studies have been done along these lines. Among them are Winkler, 1971 and 1973.

The token economy provides a unique situation where many features of our own economy can be altered: Price changes, wages, savings, etc

The medium of exchange that serves as a token must be selected. Here, it is in the form of pieces of construction paper, color-coded to represent actual currency. The token must be unique in some way so not to be easily duplicated by the students.

With few exceptions, the token economy depends heavily on the extent and reinforcing capacities of back-up reinforcers. An important area to consider is the number and kinds of events tokens may be exchanged for. Only a few studies have been done along this line: Arann and Horner, 1972; Bushell, Wrobel and Michaelis, 1968.

Back-up reinforcers may vary such as free-time and consumable rewards. During free-time, students buy events that are individually reinforcing. Because the events that an individual selects to

occupy his/her free-time can vary from moment-to-moment or daily, the likelihood of satiation to free-time is slim, (Long and Williams 1973 and Glynn, Thomas and Shee, 1973).

The same holds true for consumable rewards, used as back-up reinforcers. These items are purchased at a "classroom store" and may be anything from candy, school supplies and used clothing to toys and games.

III. Brief Description of "Work Week:"

Work Week is an entire week where educable mentally handicapped students, ages 6-13, are employed by school personnel for one hour daily performing worthwhile tasks, for which they receive wages, in the form of token money or currency.

Each day the student's employer fills out a pay check based upon five work responsibility areas:

1. Punctuality-arriving on the job precisely at designated hour.
2. Appearance-bodily cleanliness, neatness and appropriate dress.
3. Compliance with the directions given by employer.
4. Completion of tasks given by employer.
5. Behavior while on the job.

The student earns a maximum of five cents (5¢) in each responsibility area, for a maximum wage of twenty-five cents (25¢) each day. During the 78/79 school year, the students were paid in token money. During the 79/80 school year, the students were paid in currency.

The token money consisted of pieces of color-coded construction paper, based upon our money system. When the student earns the token money, his name is written on the paper coin. When it is spent the money is torn up.

The occupations the students participate are all worthwhile, and are not just to keep the students busy. Specific occupations the students participated in are listed in Table 1.

IV. HYPOTHESIS:

Students will work and perform tasks with the same degree of proficiency and motivation when paid in tokens, as when paid in currency, providing the tokens can be exchanged for something that is rewarding to them personally.

V. STATEMENT OF DESIGN:

Five Work Weeks per year, one every six weeks, were conducted for two consecutive years. Students were placed on jobs within the school, one hour daily for a period of a week. Refer to Table 1. for a list of the jobs and a brief description of each.

During the 78/79 school year, the students were paid in token money. During the 79/80 school year, the students were paid in currency.

The daily maximum amount that could be earned was 25¢ or $1.25 weekly.

A detailed record of their work proficiency, based upon their work record sheets, containing five work responsibility areas, was kept on each student participating.

The token money could be spent at the classroom store, where the students could purchase items such as candy, pencils, paper, crayons, cereal-box prizes, clothing and books. The token money could also be spent during free-time, when the students could purchase activities such as records, cooking, shop, art and games.

The currency earned had no value in the classroom, so the students had to spend it after-school hours.

Each employer was given a list of guidelines to follow when deciding the amount of pay each student was to receive, thus adding to the reliability and objectivity of the project. A reliability check was done and is recorded on pages 16-23 of this paper.

VI. SUBJECTS:

The students taking part in this study had to be present during both school years. This accounts for the small sample.

All students were in an educable mentall handicapped class and had met state requirements for such placement. Criteria for the selection of these particular students, as previously mentioned, include the fact that they had to have participated in all ten Work Week periods.

Student's Name:	Birthdate:	Age 78/79	Age 79/80
Victoria	12-25-69	9	10
Jimmy	1-23-70	8	9
Eileen	6-24-68	10	11
Doris	3-27-69	9	10
Pam	9-22-67	11	12
Ella	12-13-68	10	11

Academic Levels ranged from pre-readiness through fourth grade in some areas.

One of the students, (Jimmy), was placed on medication during the 79/80 school year. The effect this might have had on work levels will be discussed under Results.

FIGURE 1.

STUDENT WORK RECORD

EMPLOYEE: _____

EMPLOYER: _____

OCCUPATION: _____

TIME: 1-2 P. M.

(1-5¢ in each area)	Mon.	Tues.	Wed.	Thur.	Fri.
PUNCTUALITY					
APPEARANCE					
FOLLOWING DIRECTIONS					
COMPLETING TASK					
BEHAVIOR					
EMPLOYER'S INITIALS					
EMPLOYEE'S INITIALS					
COMMENTS					

Table 1.

STUDENT: OCCUPATIONS: (Same for 78/79 and 79/80)

	Work Week # 1	2	3	4	5
Victoria	Art Teacher	Art Teacher	Art Teacher (Crew Chief)	Shop Teacher	Teacher Aide
Jimmy	Movie Projectionist	Art Teacher	Art Teacher	Movie Projectionist	Shop Teacher
Eileen	Art Teacher (Crew Chief)	Teacher Aide	Teacher Aide	Teacher Aide	Shop Teacher (Crew Chief)
Doris	Teacher Aide	Teacher Aide	Movie Projectionist	Movie Projectionist	Teacher Aide
Pam	Teacher Aide	Teacher Aide	Art Teacher	Shop Teacher (Crew Chief)	Shop Teacher
Ella	Art Teacher	Art Teacher (Crew Chief)	Teacher Aide	Teacher Aide	Shop Teacher

JOB DESCRIPTIONS:

Teacher aide: The student may teach basic lesson to small groups, read stories, play records or help with art activities. He/she provides any help desired by the supervising teacher during the hour time period. The teacher is the student's employer.

Movie Projectionist: The student must take the projector, films and all other needed materials with him/mer to a different class each day. The student sets up the projector correctly, shows the films and handles simple projector problems. The teacher is the student's employer.

Art and Shop Teachers: These are a group of students who take a designated class and during the course of a week, complete a simple art or shop project with the entire class. The class is divided into five groups. Each day one group completes a project. The teacher is the student's employer. The students are on their own to explain the project and see that the children complete it in one hour. One of the students acts as the "crew chief" and is responsible for reporting on the crew. The classroom teacher fills out the Work Record Sheets and is the crew's employer.

TABLE 2

PUNCTUALITY-BEING ON TIME

Average daily wage per week: Student:	1 78/79	1 79/80	2 78/79	2 79/80	3 78/79	3 79/80	4 78/79	4 79/80	5 78/79	5 79/80	Average for Year: (25¢ max.) 78/79	79/80
Victoria	5.0	5.0	5.0	5.0	5.0	5.0	4.75	5.0	5.0	4.8	24.75	24.80
Jimmy	5.0	5.0	5.0	4.0	5.0	4.2	5.0	3.6	5.0	4.6	25.00	21.40
Eileen	5.0	5.0	4.4	5.0	5.0	5.0	4.6	4.5	5.0	5.0	24.00	24.50
Doris	5.0	5.0	5.0	5.0	5.0	5.0	5.0	4.4	5.0	4.8	25.00	24.20
Pam	5.0	5.0	4.0	5.0	5.0	5.0	4.75	5.0	5.0	5.0	23.75	25.00
Ella	5.0	5.0	5.0	5.0	5.0	5.0	4.75	4.8	5.0	4.5	24.75	24.30

APPEARANCE-HAIR, NAILS, CLOTHES, BODY CLEAN AND NEAT
DRESSED APPROPRIATELY

	1 78/79	1 79/80	2 78/79	2 79/80	3 78/79	3 79/80	4 78/79	4 79/80	5 78/79	5 79/80	Average for Year: (25¢ max.) 78/79	79/80
Victoria	5.0	5.0	5.0	5.0	5.0	5.0	5.0	5.0	5.0	5.0	25.00	25.00
Jimmy	5.0	5.0	5.0	4.6	5.0	5.0	5.0	5.0	5.0	4.6	25.00	24.20
Eileen	5.0	5.0	5.0	5.0	5.0	5.0	5.0	5.0	5.0	5.0	25.00	25.00
Doris	5.0	4.8	5.0	5.0	4.75	5.0	4.0	4.8	5.0	5.0	23.75	24.60
Pam	5.0	4.8	4.8	5.0	5.0	4.6	4.5	4.4	5.0	4.8	24.30	23.60
Ella	5.0	5.0	5.0	4.8	4.8	4.75	5.0	4.6	5.0	5.0	24.80	24.15

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TABLE 3

FOLLOWING THE DIRECTIONS OF EMPLOYER

Average daily wage per week:	1 78/79	1 79/80	2 78/79	2 79/80	3 78/79	3 79/80	4 78/79	4 79/80	5 78/79	5 79/80	Average for year: (25¢ max.) 78/79	79/80
Student:												
Victoria	4.0	5.0	4.0	5.0	5.0	4.4	4.75	4.5	5.0	5.0	22.75	23.90
Jimmy	3.0	4.6	4.0	5.0	5.0	4.0	3.0	3.0	5.0	3.6	20.00	20.20
Eileen	4.8	5.0	4.8	5.0	5.0	5.0	5.0	4.75	5.0	4.6	24.00	24.35
Doris	5.0	5.0	5.0	5.0	4.75	4.75	4.6	4.4	5.0	5.0	24.35	24.15
Pam	5.0	5.0	3.8	5.0	4.25	4.6	4.0	4.8	4.6	5.0	21.65	24.40
Ella	4.4	5.0	4.6	5.0	5.0	5.0	4.75	4.8	5.0	5.0	23.75	24.80
COMPLETING TASK GIVEN BY EMPLOYER												
Victoria	4.0	5.0	4.0	5.0	5.0	4.4	4.75	4.25	5.0	5.0	22.75	23.65
Jimmy	4.0	5.0	4.0	4.3	5.0	4.0	4.0	2.6	4.6	3.0	21.60	18.90
Eileen	4.8	5.0	4.8	5.0	5.0	5.0	5.0	5.0	5.0	5.0	24.60	25.00
Doris	5.0	4.8	5.0	5.0	4.75	4.5	4.4	4.2	4.4	5.0	23.55	23.50
Pam	4.6	5.0	3.6	5.0	4.75	4.4	3.5	4.2	5.0	4.2	21.45	22.80
Ella	4.6	4.2	4.4	4.8	5.0	5.0	4.75	4.8	5.0	4.0	23.75	22.80
BEHAVIOR WHILE ON THE JOB												
Victoria	5.0	5.0	5.0	5.0	5.0	4.6	5.0	5.0	5.0	5.0	25.00	24.60
Jimmy	5.0	4.2	4.2	4.3	5.0	4.0	3.0	2.3	5.0	3.3	22.20	18.10
Eileen	5.0	5.0	5.0	5.0	5.0	5.0	5.0	5.0	5.0	5.0	25.00	25.00
Doris	5.0	5.0	5.0	5.0	5.0	5.0	4.2	4.8	4.8	5.0	24.00	24.80
Pam	4.8	5.0	4.0	5.0	5.0	4.6	5.0	4.8	5.0	4.6	23.80	24.00
Ella	5.0	4.6	5.0	5.0	5.0	5.0	5.0	5.0	5.0	4.0	25.00	23.60

COMPARISON OF WORK RESPONSIBILITY AREAS

TABLE 4: SUMMARY

Work Week #1	78/79	79/80	Work Week #2	78/79	79/80
Punctuality	100%	100%	Punctuality	94.5%	97.6%
Appearance	100%	98.6%	Appearance	99%	98.4%
Following Directions	86.2%	98.6%	Following Directions	86.9%	100%
Completing Task	89.6%	96.6%	Completing Task	85.5%	97.6%
Behavior	99%	96%	Behavior	93.8%	98.4%
Work Week #3	**78/79**	**79/80**	**Work Week #4**	**78/79**	**79/80**
Punctuality	100%	97.1%	Punctuality	96%	92.3%
Appearance	98.4%	97.8%	Appearance	94.4%	95.4%
Following Directions	96.8%	92.1%	Following Directions	88.8%	89.2%
Completing Task	98.4%	90.7%	Completing Task	88.8%	85.4%
Behavior	100%	93.5%	Behavior	89.6%	92.3%
Work Week #5	**78/79**	**79/80**	**Averages:**	**78/79**	**79/80**
Punctuality	100%	95.5%	Punctuality	98.1%	96.5%
Appearance	100%	97.7%	Appearance	98.4%	97.6%
Following Directions	98.6%	95.5%	Following Directions	91.5%	95.1%
Completing Task	96.6%	89.6%	Completing Task	91.8%	92%
Behavior	99.3%	91.85%	Behavior	96.4%	94.4%

Method of Paying Students:

78/79: Token money based upon our money system was used.

79/80: Currency was used.

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TABLE 5.

A COMPARISON OF %'s OF TOTAL POSSIBLE FOR EACH WORK RESPONSIBILITY AREA

(Figures take into account absenses)

WORK WEEK #1	PUNCTUALITY		APPEARANCE		FOLLOWING DIRECTIONS		COMPLETING TASK		BEHAVIOR	
year:	78/79	79/80	78/79	79/80	78/79	79/80	78/79	79/80	78/79	79/80
Total Possible:	145	150	145	150	145	150	145	150	145	150
Actual Amount:	145	150	145	148	126	147	130	145	144	144
% of Total:	100%	100%	100%	98.6%	86.2%	98.6%	89.6%	96.6%	99%	96%
WORK WEEK # 2										
Total Possible:	145	125	145	125	145	125	145	125	145	125
Actual Amount:	137	122	144	123	126	125	124	122	136	123
% pf Total:	94.5%	97.6%	99%	98.4%	86.9%	100%	85.5%	97.6%	93.8%	98.4%
WORK WEEK # 3										
Total Possible:	125	140	125	140	125	140	125	140	125	140
Actual Amount:	125	136	123	137	121	129	123	127	125	131
% of Total:	100%	97.1%	98.4%	97.8%	96.8%	92.1%	98.4%	90.7%	100%	93.5%
WORK WEEK #4										
Total Possible:	125	130	125	130	125	130	125	130	125	130
Actual Amount:	120	120	118	124	111	116	111	111	112	120
% of Total:	96%	92.3%	94.4%	95.4%	88.8%	89.2%	88.8%	85.4%	89.6%	92.3%
WORK WEEK #5:										
Total Possible:	150	135	150	135	150	135	150	135	150	135
Actual Amount:	150	129	150	132	148	129	145	121	149	124
% of Total:	100%	95.5%	100%	97.7%	98.6%	95.5%	96.6%	89.6%	99.3%	91.85%

TABLE 6

SUMMARY: TOTAL PAY PER WORK WEEK: 78/79

Student	Total Pay per Week: (1)	(2)	(3)	(4)	(5)	Average Daily Pay:
Victoria	$1.15-5 days	$1.15-5 days	$1.25-5 days	$ .97-4 days	$1.25-5 days	24.1¢
Jimmy	$1.10-5 days	$1.11-5 days	$ .50-2 days	$ .60-3 days	$1.23-5 days	22.8¢
Eileen	$1.23-5 days	$1.20-5 days	$1.25-5 days	$1.23-5 days	$1.25-5 days	24.6¢
Doris	$1.00-4 days	$1.00-4 days	$ .97-4 days	$1.11-5 days	$1.21-5 days	24.1¢
Pam	$1.22-5 days	$1.01-5 days	$ .96-4 days	$ .87-4 days	$1.23-5 days	23.0¢
Ella	$1.20-5 days	$1.20-5 days	$1.25-5 days	$ .97-4 days	$1.25-5 days	24.4¢

SUMMARY: TOTAL PAY PER WORK WEEK: 79/80

Student	Total Pay per Week: (1)	(2)	(3)			
Victoria	$1.25-5 days	$ .50-2 days	$1.17-5 days	$ .95-4 days	$1.24-5 days	24.4¢
Jimmy	$1.19-5 days	$ .68-3 days	$1.06-5 days	$ .50-3 days	$ .56-3 days	20.6¢
Eileen	$1.25-5 days	$1.25-5 days	$1.25-5 days	$ .97-4 days	$1.23-5 days	24.8¢
Doris	$1.23-5 days	$1.25-5 days	$ .97-4 days	$1.13-5 days	$1.24-5 days	24.3¢
Pam	$1.24-5 days	$1.25-5 days	$1.15-5 days	$1.16-5 days	$1.18-5 days	23.9¢
Ella	$1.19-5 days	$1.23-5 days	$ .99-4 days	$1.20-5 days	$ .90-4 days	23.9¢

SUMMARY: ENTIRE YEAR:

	78/79	79/80
Maximum Amount Possible:	$34.50	$34.00
Amount Paid:	$32.91	$32.27
% of Total:	95.39%	94.91%

TABLE 7. TOTAL GROUP COMPARISON

	1		2		3		4		5	
	78/79	79/80	78/79	79/80	78/79	79/80	78/79	79/80	78/79	79/80
Maximum Amount Possible:	$7.25	$7.50	$7.25	$6.25	$6.25	$7.00	$6.25	$6.50	$7.50	$6.75
Amount Paid	$6.90	$7.35	$6.67	$6.16	$6.17	$6.59	$5.75	$5.91	$7.42	$6.35
% of Total Earned by Group	95.2%	98%	92%	98.6%	98.7%	94.1%	92%	91%	98.9%	94.1%

AVERAGE WEEKLY PAY FOR YEAR: (Rounded off to nearest whole cent)

	78/79	79/80
Victoria	$1.20	$1.22
Jimmy	$1.14	$1.03
Eileen	$1.23	$1.24
Doris	$1.21	$1.21
Pam	$1.15	$1.20
Ella	$1.22	$1.20
Group Average:	$1.19 out of a possible $1.25.	Group average: $1.18 out of a possible $1.25.

TABLE 8

COMPARISON OF WORK RECORDS FOR DIFFERENT OCCUPATIONS

Student:	Job Title:	Work Week #'s;	Average Daily Pay: 78/79	79/80
Victoria	Art Teacher	1 2 3	23.6¢	24.5¢
	Teacher Aide	5	25.0¢	24.8¢
	Shop Teacher	4	25.0¢	23.75¢
Jimmy	Movie Projectionist	1 4	18.5¢	20.25¢
	Art Teacher	2 3	22.2¢	21.9¢
	Shop Teacher	5	24.6¢	18.6¢
Eileen	Art Teacher	1	25.0¢	25.0¢
	Teacher Aide	2 3 4	24.5¢	24.8¢
	Shop Teacher	5	25.0¢	24.6¢
Doris	Movie Projectionist	3 4	23.3¢	23.4¢
	Teacher Aide	1 2 5	24.7¢	24.8¢
Pam	Teacher Aide	1 2	22.3¢	24.9¢
	Art Teacher	3	24.0¢	23.0¢
	Shop Teacher	4 5	23.2¢	23.4¢
Ella	Art Teacher	1 2	24.0¢	24.2¢
	Teacher Aide	3 4	24.6¢	24.5¢
	Shop Teacher	5	25.0¢	22.5¢

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RESULTS AND IMPLICATIONS:

Comparison of Work Responsibility Areas: (Refer to Tables 1-4)

In the areas of Punctuality and Appearance, performance levels were the highest. Work levels in the other three areas were a little lower. This can be explained in that the more concrete the concept, the easier it is to be taught and internalized by the students.

Either the students were on time or late. Either they were neat or not neat. Rating in these two areas is more objective. But when you get into the other areas, the concepts are harder to teach to the students. The last three work responsibility areas involve attitudes towards their jobs and employers, as well.

Taking this into account, the lowest % for both years was 91% which is still a fairly high rating.

Overall performance for currency was just 1% higher than for the token money., (Table 4).

Comparison of Work Levels: (Refer to Tables 5-6)

The students were consistent in their daily earnings from the first year to the second year, avrying in only a fraction of a cent in every case except Jimmy's.

A few special comments need to be made concerning Jimmy. This student has had both emotional and physical problems to deal with. during this two-year period. The problems have become more evident during the 79/80 year due to maturation of the student and a change is his medication. This student seems unable to accept his limitations and therefore becomes easily frustrated. Because of his poor classroom behavior and incomplete written work, he did not go on his job on several occasions.

In reality, every teacher will probably have to deal with a stulike Jimmy. Not all students may be mature enough to accept the responsibility of going out on a job.

Of all the students, Eileen had the highest level of performance on her jobs. Her overall classroom performance, indicates that she probably would do well on-the-job. Through this study, I have found that classroom work habits are a good indication as to how the student will do on-the-job.

Comparison of Different Occupations: (Refer to Table 7)

The most popular occupation among the students, according to the highest work level, was Teacher Aide. There was no significant differenceses in the work levels of the other occupations.

Results of this study do indicate that students, even at an early age, do have job preferences, and these preferences change from time-to-time.

Furthurmore, the performance of the student is better when he/she is happy with his/her job.

The use of a job preference inventory might be useful in determining what jobs the students would most like to be placed on.

Total Group Comparison: (Table 8)

The total wages earned for each year were almost identical: 95.30% of the total possible in 78/79 and 94.91% of the total possible in 79/80.

The average weekly pay remained about the same for both the token money system, ($1.19), and the currency system, ($1.18).

The first two Work Weeks of 79/80 had a significantly higher % of total earned than the previous year, (98% and 98.6% as compared to 95.2% and 92%). The last three Work Weeks of 79/80, the %'s of total earned were less than the total earned in 78/79, (94%, 91% and 94.1%, as compared to 98.7%, 92% and 98.9%).

A pattern emerges as follows: In 78/79, with the token money system, the total group steadily improved their work levels as the year progressed from a low of 92%, to a high of 98.9%. In 79/80, the same students, one year older, started out at a high % of work level and slowly decreased their work levels to as low as 91%.

There is a plausible explanation for this pattern. In 1978, at the beginning of the study, the students were getting paid in a manner that they had been accustumed to for several years. The token system was also carried over into the academic portion of the day.

At the start of the 79/80 school year, they received currency for the first time. This system was new to them and the newness resulted in a higher work level. But as the year progressed and the newness wore off, their job performance levels returned to levels closer to the 78/79 school year.

It would seem that from a functional standpoint, the currency became a form of token economy to the students. This became even more evident during the last two work sessions, when two students asked to be paid in the "other money" rather than currency, so they could buy certain items from the classroom store.

Summary and Additional Comments:

Since through examination of the data, only minute differences were found. Therefore, further statistical measurements, such as chi square, were not used.

Although all of the students participated in the Work Week Sessions throughout the two-year period, only six students were included in the study, because they were the only students present the entire ten sessions. Because of this small sample, any generalizations to be made are of limited value; but it does shed some light on the question, "Will a student work for something besides currency?"

It has been demonstrated that a student will work for token money, with the same degree of proficiency as when working for currency, if it can be exchanged for something that is rewarding.

No control group was used because it would have been difficult to expect one group of students within the same classroom to work for no pay, while the other group was being paid. Studies using a control group could be conducted, if the entire program involved more students, eg. an entire school population.

Career Education, particularly job related skills, must be taught at an early age to all students, including the handicapped. These skills and attitudes are not something that can be taught from a textbook. Rather, it is through actual experiences that the student learns these skills.

Through an in-school work program such as this one, these students, when old enough to join the "working world," will be better equiped to handle such a challange.

Because this work program uses available school personnel and resources, the cost is very little for a reward so great.

Future studies need to be conducted, comparing work levels of students using the two payment systems introduced in this study, but utilizing a larger sample of students and control groups.

Further studies also need to be made concerning job preferences of young people and the relationship of early training in job related skills to later success in the "working world."

WORLD OF WORK: Work Record Sheet Reliability Check

Instructions for use:

1. Read guidelines for filling out Work Record Sheet carefully.
2. Read each situation carefully and fill in the Work Record Sheet under apropriate column, using the guidelines to help you assess each situation.
3. Write your position title next to "Employer" and return to me.
4. You will have five situations to evaluate. You may wish to pretend that you are actually the employer in each situation, eg. librarian custodian, etc.

Situation #1:

Employer: Librarian
Employee: Female student-elementary level
Occupation: Library Aide
Work Time: 1-2 P. M.

Student arrives on the job at 1 P. M., dressed in tee shirt and jeans. The employer instructs the student to go around and straighten all the books on the shelves. The student employer works diligently for 40 minutes, then stops to talk to another student. You must intervene in order to get the student back on task. She completes her job and hands you her Work Record Sheet. Please fill in the amounts you would give her for that day, in Column 1.

Situation #2:

Employer: First Grade Teacher
Employee: Female student-elementary level
Occupation: Teacher Aide
Work Time: 1-2 P. M.

Student arrives 5 minutes late, and must return to her classroom to get the story records she has forgotten to bring with her. Once she returns and is assigned a small group of students, things go smooth ly for the remainder of the hour. You may assume that she was dressed and groomed appropriately. Please foll in the Work Record Sheet under Column 2.

Situation #3:

Employer: Custodian
Employee: Male student-elementary level
Occupation: Custodial Helper
Work Time: 1-2 P. M.

Student reports to you at 1 P. M., dressed in his jeans, ready to work. You hand him a broom and assign him the job of sweeping the sidewalks. He replies that he doesn't like to sweep and would rather pick up trash. Since there is trash on the school grounds, you allow him to do this instead. Later you observe him throwing a stone at a

tree. You ask him to stop and he does. For the remainder of the work period, he picks up trash. At the end of the work period, you fill out his Work Record Sheet. What would you give him? Fill in Column #3.

Situation #4:

Employer: Second Grade Teacher
Employee: Four students-elementary level, including a "Crew Chief."
Occupation: Shop Teachers
Time: 1-2 P. M.

Explanation of Shop Crew:

> The shop crew is responsible for picking up a small group of your students and taking them to a designated area to complete a simple shop project, eg. popsickle stick hot plate. The room is set up ahead of time, by the shop crew. The project must be completed during the one hour time period. At the end of the session, you must fill in the "Crew Chief's" Work Record Sheet, based upon observations of the completed projects and any notes from the teacher in the shop area.

Situation#4:

The shop crew comes to your room 10 minutes late because they because they had not set up the shop area on time. At the end of the hour, the return with the students, the completed projects, and a note from the other teacher saying, "At one point the crew argued among themselves or who would do certain tasks. The argument was resolved after a few minutes." You inspect the hotplates and everything seems to be alright, except the shop crew forgot to have the the children put their names on them. How would you fill in the Crew Chief's Work Record Sheet? Please do so in Column #4.

Situation #5:

Employer: Fourth Grade Teacher
Employee: Male Student -elementary level.
Occupation: Movie Projectionist
Time: 1-2 P. M.

Student shows up with the projector and films at 1 P. M. His clothes are appropriate, but his hair is uncombed, and face dirty. During the second movie, the film breaks for no apparent reason. The student must stop the projector and re-thread it. During this time the class gets restless. Once he has the film going again, there are no more problems. At the end of the period, you are asked to fill out his Work Record Sheet. Please put his scores in Column #5.

THANK YOU FOR YOUR HELP AND COOPERATION!

GUIDLINES FOR FILLING OUT WORK RECORD SHEET

Each student is payed on a 1-5 point/and or cents scale in each of the five work responsibilitiy areas daily. Five is the maximum to be earned in each area. Each student may earn up to 25 points/cents daily.

The following guidlines will help you decide in an objective manner, how much to pay each student. If you have questions, do not hesitate to ask. It is important to this study that each employer fills out the work record sheets in the same manner.

The following guidlines should be used:

PUNCTUALITY: Arrive to job site precisely at 1 P. M.

Subtract 1 point for each 5 minutes late, eg., if student is 10 minutes late, he would make 3 instead of 5.

APPEARANCE: Hair, nails, body and clothes must be clean and neat. Student must be appropriately dressed for the job.

Examples: Subtract 1 point if hair has not been combed. Subtract 1 point if shirt is hanging out. Subtract 1 point if student is dressed in shorts or old jeans and is a teacher-aide. Shorts would be appropriate if the student is a P.E. aide. Subtract 1 point if student's clothes or skin are dirty, (2 points if both are dirty).

FOLLOWING DIRECTIONS OF EMPLOYER: Being able to listen to employer's instructions and carrying them out without the employer repeating them.

Subtract a point or points if employee has to repeatedly ask you what he is supposed to do, providing you have explained the task to the employee.

COMPLETING TASK: Student must complete the tasks given by his/her employer within the given time period, under normal circumstances. Unforseen events, such as a fire drill, might cause the student not to finish, and he/she should not be graded down for this.

Examples: Subtract a point for each task not completed as a result of the employee's inefficiency and not just a time factor. For example, if the employee fails to clean up after an art project, subtract 1 or more points depending upon the degree of mess left.

BEHAVIOR WHILE ON THE JOB: Student must be on his/her best behavior. The student should act more like a teacher than a student.

Examples: Subtract a point or points for arguing with another student, playing with students instead of doing assigned task, or talking back to you, the employer.

WORK RECORD SHEET TOTALS

Raters: Unfamiliar with Work Week.

Rater	Situation #1	Situation #2	Situation #3	Situation #4	Situation #5
1	22	23	23	18	24
2	21	23	22	22	24
3	23	24	23	21	23
4	23	23	19	19	24
5	24	23	22	18	21
6	22	23	23	21	23
7	23	24	22	18	23
8	24	23	22	20	23
9	22	23	21	21	23
10	23	23	23	21	22
Composite Totals:	24-2 23-4 22-3 21-1	24-2 23-8	23-4 22-4 21-1 19-1	22-1 21-4 20-1 19-1 18-3	24-3 23-5 22-1 21-1

In Situation #1 90% of raters agreed on payment of 22-24 per day.

In Situation #2 80% of raters agreed on payment of 23 per day.

In Situation #3 80% of raters agreed on payment of 22-23 per day.

*In Situation #4 90% of raters agreed on payment of 18-21 per day.

In Situation #5 80% of raters agreed on payment of 20-23 per day.

* Situation #4 was the most inconsistently scored situation. This might have been because of the groups' unfamiliarity with the responsibilities of the Shop Crew. The group that was more familiar with the Work Program, scored this situation more consistently.

RELIABILITY CHECK FOR SCORING WORK RECORD SHEET

Raters; 10 persons unfamiliar with Work Week Program.

Analysis of Situation #1:

100% gave student a "5" in punctuality.
100% gave student a "4 or 5" in appearance.
100% gave student a "4 or 5" in following directions.
90% gave student a "4 or 5" in completing task.
80% gave student a "4 or 5" in conduct.

Analysis of Situation #2:

100% gave student a "4 or 5" in punctuality.
100% gave student a "5" in appearance.
90% gave student a "5" in following directions.
80% gave student a "5" in completing task.
100% gave student a "5" in conduct.

Analysis of Situation #3:

100% gave student a "5" in punctuality.
100% gave student a "5" in appearance.
80% gave student a "4" in following directions.
90% gave student a "4 or 5" in completing task.
80% gave student a "3 or 4" in conduct.

Analysis of Situation # 4:

80% gave student a "3" in punctuality.
100% gave student a "5" in appearance.
100% gave student a "3-5" in following directions.
100% gave student a "3 or 4" in completing task.
80% gave student a "3 or 4" in conduct.

Analysis of Situation #5:

100% gave student a "5" in punctuality.
100% gave student a "3 or 4" in appearance.
100% gave student a "4 or 5" in following directions.
100% gave student a "4 or 5" in completing task.
100% gave student a "5" in conduct.

WORK RECORD SHEET TOTALS

Raters: Familiar with Work week.

Rater	Situation #1	Situation #2	Situation #3	Situation #4	Situation #5
1	23	22	22	20	23
2	22	23	22	19	24
3	24	23	23	20	23
4	23	24	21	20	23
5	22	23	23	20	23
6	23	23	21	20	23
7	23	22	24	20	23
8	21	23	22	19	23
9	23	22	20	20	23
10	23	24	25	20	23
Composite Totals:	24-1 23-6 22-2 21-1	24-2 23-5 22-3	25-1 24-1 23-2 22-3 21-2 20-1	20-7 19-3	24-1 23-9

In Situation #1 80% of raters agreed on payment of 22-23 for day.

In Situation #2 80% of raters agreed on payment of 22 or 23 for day.

*In Situation #3 70% of raters agreed on payment of 21-23 for day.

In Situation #4 100% of raters agreed on payment of 19 or 20 for day.

In Situation #5 90% of raters agreed on payment of 24 for day.

* Situation #3 was the most inconsistently scored situation. This could be attributed to the behavior problems encounted, which leads to some subjective judgements on the part of the rater.

RELIABILITY CHECK FOR SCORING WORK RECORD SHEET

Raters; 10 persons familiar with Work Week Program.

Analysis of Situation #1:

100% gave student a "5" in punctuality.
90% gave student a "4 or 5" in appearance.
100% gave student a "4 or 5" in following directions.
100% gave student a "4 or 5" in completing task.
100% gave student a "4 or 5" in conduct..

Analysis of Situation #2:

100% gave student a "3 or 4" in punctuality.
100% gave student a "5" in appearance.
90% gave student a "4 or 5" in following directions.
100% gave student a "5" in completing task.
100% gave student a "5" in conduct.

Analysis of Situation #3:

100% gave student a "5" in punctuality.
100% gave student a "5" in appearance.
100% gave student a "3 to 5" in following directions.
100% gave student a "4 or 5" in completing task.
90% gave student a "3 or 4" in conduct.

Analysis of Situation #4:

100% gave student a "3" in punctuality.
100% gave student a "5" in appearance.
80% gave student a "4" in following directions.
100% gave student a "4" in completing task.
100% gave student a "3 or 4" in conduct.

Analysis of Situation #5:

100% gave student a "5" in punctuality.
90% gave student a "3" in appearance.
100% gave student a "5" in following directions.
100% gave student a "5" in completing task.
100% gave student a "5" in conduct.

WORK RECORD SHEET RELIABILITY CHECK SUMMARY SHEET

I. Group familiar with Work Week:

Work Responsibility Area	Results
Punctuality	100% of raters gave students a total of 21-22
Appearance	90% of raters gave students a total of 22-23
* Following Directions	80% of raters gave students a total of 22-24
Completing Task	100% of raters gave students a total of 22-24
Conduct	80% of raters gave students a total of 21-22

* Area of greatest variability.

II. Group unfamiliar with Work Week:

Work Responsibility Area	Results
Punctuality	90% of raters gave students a total of 21-22
Appearance	80% of raters gave students a total of 22-24
Following Directions	80% of raters gave students a total of 21-23
* Completing Task	70% of raters gave students a total of 20-23
Conduct	70% of raters gave students a total of 20-22

*Area of greatest variability.

Note: The range of variability in payment was less with the experienced group familiar with the work program.

-23-

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APPENDICES

WORK WEEK No. 1 78/79

Appendix 1: DAILY/WEEKLY WORK RECORD

NAME Day:	PUNCTUALITY M	T	W	T	F	Avg. Daily Wage		BEHAVIOR M	T	W	T	F	Avg. Daily Wage
Victoria	5	5	5	5	5	5.0	Victoria	5	5	5	5	5	5.0
Jimmy	5	5	5	5	5	5.0	Jimmy	5	5	5	5	5	5.0
Eileen	5	5	5	5	5	5.0	Eileen	5	5	5	5	5	5.0
Doris	5	ab.	5	5	5	5.0	Doris	5	ab.	5	5	5	5.0
Pam	5	5	5	5	5	5.0	Pam	5	4	5	5	5	4.8
Ella	5	5	5	5	5	5.0	Ella	5	5	5	5	5	5.0
APPEARANCE													
Victoria	5	5	5	5	5	5.0							
Jimmy	5	5	5	5	5	5.0							
Eileen	5.	5	5	5	5	5.0							
Doris	5	ab.	5	5	5	5.0							
Pam	5	5	5	5	5	5.0							
Ella	5	5	5	5	5	5.0							
FOLLOWING DIRECTIONS													
Victoria	4	4	4	4	4	4.0							
Jimmy	3	3	3	3	3	3.0							
Eileen	4	5	5	5	5	4.8							
Doris	5	ab.	5	5	5	5.0							
Pam	5	5	5	5	5	5.0							
Ella	4	5	3	5	5	4.4							
COMPLETING TASK													
Victoria	4	4	4	4	4	4.0							
Jimmy	4	4	5	4	3	4.0							
Eileen	4	5	5	5	5	4.8							
Doris	5	ab.	5	5	5	5.0							
Pam	4	4	5	5	5	4.6							
Ella	4	4	5	5	5	4.6							

Appendix 2: WORK WEEK No. 1 78/79

Name	Day	Punctuality	Appearance	Following Directions	Completing Task	Behavior
Victoria	M	5	5	4	4	5
	T	5	5	4	4	5
	W	5	5	4	4	5
	T	5	5	4	4	5
	F	5	5	4	4	5
Jimmy	M	5	5	3	4	5
	T	5	5	3	4	5
	W	5	5	3	5	5
	T	5	5	3	4	5
	F	5	5	3	3	5
Eileen	M	5	5	4	4	5
	T	5	5	5	5	5
	W	5	5	5	5	5
	T	5	5	5	5	5
	F	5	5	5	5	5
Doris	M	5	5	5	5	5
	T	ab.	ab.	ab.	ab.	ab.
	W	5	5	5	5	5
	T	5	5	5	5	5
	F	5	5	5	5	5
Pam	M	5	5	5	4	5
	T	5	5	5	4	5
	W	5	5	5	5	4
	T	5	5	5	5	5
	F	5	5	5	5	5
Ella	M	5	5	4	4	5
	T	5	5	5	4	5
	W	5	5	3	5	5
	T	5	5	5	5	5
	F	5	5	5	5	5

Weekly Totals: In Token Money

Victoria	$1.15 for 5 days.
Jimmy	$1.10 for 5 days.
Eileen	$1.23 for 5 days.
Doris	$1.00 for 4 days.
Pam	$1.22 for 5 days.
Ella	$1.20 for 5 days.

Weekly Total for group: $6.90 out of a possible $7.25 or 95.2% of the total possible.

WORK WEEK No. 1 79/80

Appendix 3: DAILY/WEEKLY WORK RECORD

NAME Day:	PUNCTUALITY M	T	W	T	F	Avg. Daily Wage		BEHAVIOR M	T	W	T	F	Avg. Daily Wage
Victoria	5	5	5	5	5	5.0	Victoria	5	5	5	5	5	5.0
Jimmy	5	5	5	5	5	5.0	Jimmy	5	5	4	4	3	4.2
Eileen	5	5	5	5	5	5.0	Eileen	5	5	5	5	5	5.0
Doris	5	5	5	5	5	5.0	Doris	5	5	5	5	5	5.0
Pam	5	5	5	5	5	5.0	Pam	5	5	5	5	5	5.0
Ella	5	5	5	5	5	5.0	Ella	5	5	5	3	5	4.6
	APPEARANCE												
Victoria	5	5	5	5	5	5.0							
Jimmy	5	5	5	5	5	5.0							
Eileen	5	5	5	5	5	5.0							
Doris	4	5	5	5	5	4.8							
Pam	4	5	5	5	5	4.8							
Ella	5	5	5	5	5	5.0							
	FOLLOWING DIRECTIONS												
Victoria	5	5	5	5	5	5.0							
Jimmy	5	5	5	3	5	4.6							
Eileen	5	5	5	5	5	5.0							
Doris	5	5	5	5	5	5.0							
Pam	5	5	5	5	5	5.0							
Ella	5	5	5	5	5	5.0							
	COMPLETING TASK												
Victoria	5	5	5	5	5	5.0							
Jimmy	5	5	5	5	5	5.0							
Eileen	5	5	5	5	5	5.0							
Doris	5	4	5	5	5	4.8							
Pam	5	5	5	5	5	5.0							
Ella	5	5	3	3	5	4.2							

Appendix 4: WORK WEEK No. 1 79/80

Name	Day	Punctuality	Appearance	Following Directions	Completing Task	Behavior
Victoria	M	5	5	5	5	5
	T	5	5	5	5	5
	W	5	5	5	5	5
	T	5	5	5	5	5
	F	5	5	5	5	5
Jimmy	M	5	5	5	5	5
	T	5	5	5	5	4F
	W	5	5	3	5	5
	T	5	5	5	5	4F
	F	5	5	5	5	3
Eileen	M	5	5	5	5	5
	T	5	5	5	5	5
	W	5	5	5	5	5
	T	5	5	5	5	5
	F	5	5	5	5	5
Doris	M	5	4	5	5	5
	T	5	5	5	4F	5
	W	5	5	5	5	5
	T	5	5	5	5	5
	F	5	5	5	5	5
Pam	M	5	4	5	5	5
	T	5	5	5	5	5
	W	5	5	5	5	5
	T	5	5	5	5	5
	F	5	5	5	5	5
Ella	M	5	5	5	5	5
	T	5	5	5	5	5
	W	5	5	5	3	5
	T	5	5	5	3	3
	F					

Weekly Totals: In Currency

Victoria	$1.25 for 5 days.
Jimmy	$1.19 for 5 days.
Eileen	$1.25 for 5 days.
Doris	$1.23 for 5 days.
Pam	$1.24 for 5 days.
Ella	$1.19 for 5 days.

Weekly Total for group: $7.35 out of a possible $7.50 or 98% of the total possible.

WORK WEEK No. 2 78/79

Appendix 5: DAILY/WEEKLY WORK RECORD

NAME Day:	PUNCTUALITY M	T	W	T	F	Avg. Daily Wage		BEHAVIOR M	T	W	T	F	Avg. Daily Wage
Victoria	5	5	5	5	5	5.0	Victoria	5	5	5	5	5	5.0
Jimmy	5	5	5	5	5	5.0	Jimmy	4	3	4	5	5	4.2
Eileen	3	4	5	5	5	4.4	Eileen	5	5	5	5	5	5.0
Doris	ab.	5	5	5	5	5.0	Doris	ab.	5	5	5	5	5.0
Pam	4	4	4	4	4	4.0	Pam	3	3	4	5	5	4.0
Ella	5	5	5	5	5	5.0	Ella	5	5	5	5	5	5.0
	APPEARANCE												
Victoria	5	5	5	5	5	5.0							
Jimmy	5	5	5	5	5	5.0							
Eileen	5	5	5	5	5	5.0							
Doris	ab.	5	5	5	5	5.0							
Pam	4	5	5	5	5	4.8							
Ella	5	5	5	5	5	5.0							
	FOLLOWING DIRECTIONS												
Victoria	3	3	4	5	5	4.0							
Jimmy	4	4	3	4	5	4.0							
Eileen	4	5	5	5	5	4.8							
Doris	ab.	5	5	5	5	5.0							
Pam	3	3	4	4	5	3.8							
Ella	4	4	5	5	5	4.6							
	COMPLETING TASK												
Victoria	3	3	4	5	5	4.0							
Jimmy	4	4	3	4	5	4.0							
Eileen	4	5	5	5	5	4.8							
Doris	ab.	5	5	5	5	5.0							
Pam	3	3	3	4	5	3.6							
Ella	4	4	4	5	5	4.4							

Appendix 6: WORK WEEK No. 2 78/79

Name	Day	Punctuality	Appearance	Following Directions	Completing Task	Behavior
Victoria	M	5	5	3	3	5
	T	5	5	3	3	5
	W	5	5	4	4	5
	T	5	5	5	5	5
	F	5	5	5	5	5
Jimmy	M	5	5	4	4	4
	T	5	5	4	4	3
	W	5	5	3	3	4
	T	5	5	4	4	4
	F	5	5	5	5	5
Eileen	M	3	5	4	4	5
	T	4	5	5	5	5
	W	5	5	5	5	5
	T	5	5	5	5	5
	F	5	5	5	5	5
Doris	M	ab.	ab.	ab.	ab.	ab.
	T	5	5	5	5	5
	W	5	5	5	5	5
	T	5	5	5	5	5
	F	5	5	5	5	5
Pam	M	4	4	3	3	3
	T	4	5	3	3	3
	W	4	5	4	3	4
	T	4	5	4	4	4
	F	4	5	5	5	5
Ella	M	5	5	4	4	5
	T	5	5	4	4	5
	W	5	5	4	4	5
	T	5	5	5	5	5
	F	5	5	5	5	5

Weekly Totals: In Token Money

Victoria	$1.15 for 5 days.
Jimmy	$1.11 for 5 days.
Eileen	$1.20 for 5 days.
Doris	$1.00 for 4 days.
Pam	$1.01 for 5 days.
Ella	$1.20 for 5 days.

Weekly Total for Group: $6.67 out of a possible $7.25 or 92% of the total possible.

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WORK WEEK No. 2 79/80

Appendix 7: DAILY/WEEKLY WORK RECORD

NAME Day:	PUNCTUALITY M	T	W	T	F	Avg. Daily Wage		PUNCTUALITY M	T	W	T	F	Avg. Daily Wage
Victoria	ab.	ab.	5	ab.	5	5.0	Victoria	ab.	ab.	5	ab.	5	5.0
Jimmy	2	5	not on job	not on job	5	4.0	Jimmy	5	5	not on job	not on job	3	4.3
Eileen	5	5	5	5	5	5.0	Eileen	5	5	5	5	5	5.0
Doris	5	5	5	5	5	5.0	Doris	5	5	5	5	5	5.0
Pam	5	5	5	5	5	5.0	Pam	5	5	5	5	5	5.0
Ella	5	5	5	5	5	5.0	Ella	5	5	5	5	5	5.0
	APPEARANCE												
Victoria	ab.		ab.	5	ab.	5.0							
Jimmy	5	4	not on job	not on job	5	4.6							
Eileen	5	5	5	5	5	5.0							
Doris	5	5	5	5	5	5.0							
Pam	5	5	5	5	5	5.0							
Ella	5	4	5	5	5	4.8							
	FOLLOWING DIRECTIONS												
Victoria	ab.	ab.	5	ab.	5	5.0							
Jimmy	5	5	not on job	not on job	5	5.0							
Eileen	5	5	5	5	5	5.0							
Doris	5	5	5	5	5	5.0							
Pam	5	5	5	5	5	5.0							
Ella	5	5	5	5	5	5.0							
	COMPLETING TASK												
Victoria	ab.	ab.	5	ab.	5	5.0							
Jimmy	5	4	not on job	not on job	4	4.3							
Eileen	5	5	5	5	5	5.0							
Doris	5	5	5	5	5	5.0							
Pam	5	5	5	5	5	5.0							
Ella	5	5	5	5	4	4.8							

Note: Jimmy not on job because academic work not complete.

Appendix8: WORK WEEK No. 2 79/80

Name	Day	Punctuality	Appearance	Following Directions	Completing Task	Behavior
Victoria	M	ab.	ab.	ab.	ab.	ab.
	T	ab.	ab.	ab.	ab.	ab.
	W	5	5	5	5	5
	T	ab.	ab.	ab.	ab.	ab.
	F	5	5	5	5	5
Jimmy	M	2	5	5	5	5
	T	5	4	5	4	5
	W	*not on job				
	T	*not on job				
	F	5	5	5	5	3
Eileen	M	5	5	5	5	5
	T	5	5	5	5	5
	W	5	5	5	5	5
	T	5	5	5	5	5
	F	5	5	5	5	5
Doris	M	5	5	5	5	5
	T	5	5	5	5	5
	W	5	5	5	5	5
	T	5	5	5	5	5
	F	5	5	5	5	5
Pam	M	5	5	5	5	5
	T	5	5	5	5	5
	W	5	5	5	5	5
	T	5	5	5	5	5
	F	5	5	5	5	5
Ella	M	5	5	5	5	5
	T	5	4	5	5	5
	W	5	5	5	5	5
	T	5	5	5	5	5
	F	5	5	5	4	5

Weekly Totals: In Currency

Victoria	$ .50	for 2 days.
Jimmy	$ .68	for 3 days.
Eileen	$1.25	for 5 days.
Doris	$1.25	for 5 days.
Pam	$1.25	for 5 days.
Ella	$1.23	for 5 days.

*not on job because morning work not done.

Weekly Total for group: $6.16 out of a possible $6.25 or 98.6% of total possible.

WORK WEEK No. 3 78/79

Appendix 9: DAILY/WEEKLY WORK RECORD

NAME Day:	PUNCTUALITY M	T	W	T	F	Avg. Daily Wage		BEHAVIOR M	T	W	T	F	Avg. Daily Wage
Victoria	5	5	5	5	5	5.0	Victoria	5	5	5	5	5	5.0
Jimmy	ab.	ab.	ab.	5	5	5.0	Jimmy	ab.	ab.	ab.	5	5	5.0
Eileen	5	5	5	5	5	5.0	Eileen	5	5	5	5	5	5.0
Doris	5	ab.	5	5	5	5.0	Doris	5	ab.	5	5	5	5.0
Pam	5	ab.	5	5	5	5.0	Pam	5	ab.	5	5	5	5.0
Ella	5	5	5	5	5	5.0	Ella	5	5	5	5	5	5.0
	APPEARANCE												
Victoria	5	5	5	5	5	5.0							
Jimmy	ab.	ab.	ab.	5	5	5.0							
Eileen	5	5	5	5	5	5.0							
Doris	4	ab.	5	5	5	4.75							
Pam	5	ab.	5	5	5	5.0							
Ella	4	5	5	5	5	4.8							
	FOLLOWING DIRECTIONS												
Victoria	5	5	5	5	5	5.0							
Jimmy	ab.	ab.	ab.	5	5	5.0							
Eileen	5	5	5	5	5	5.0							
Doris	4	ab.	5	5	5	4.75							
Pam	4	ab.	4	4	5	4.25							
Ella	5	5	5	5	5	5.0							
	COMPLETING TASK												
Victoria	5	5	5	5	5	5.0							
Jimmy	ab.	ab.	ab.	5	5	5.0							
Eileen	5	5	5	5	5	5.0							
Doris	4	ab.	5	5	5	4.75							
Pam	4	ab.	5	5	5	4.75							
Ella	5	5	5	5	5	5.0							

Appendix 10: WORK WEEK No. 3 78/79

Name	Day	Punctuality	Appearance	Following Directions	Completing Task	Behavior
Victoria	M	5	5	5	5	5
	T	5	5	5	5	5
	W	5	5	5	5	5
	T	5	5	5	5	5
	F	5	5	5	5	5
Jimmy	M	ab.	ab.	ab.	ab.	ab.
	T	ab.	ab.	ab.	ab.	ab.
	W	ab.	ab.	ab.	ab.	ab.
	T	5	5	5	5	5
	F	5	5	5	5	5
Eileen	M	5	5	5	5	5
	T	5	5	5	5	5
	W	5	5	5	5	5
	T	5	5	5	5	5
	F	5	5	5	5	5
Doris	M	5	4	4	4	5
	T	ab.	ab.	ab.	ab.	ab.
	W	5	5	5	5	5
	T	5	5	5	5	5
	F	5	5	5	5	5
Pam	M	5	5	4	4	5
	T	ab.	ab.	ab.	ab.	ab.
	W	5	5	4	5	5
	T	5	5	4	5	5
	F	5	5	5	5	5
Ella	M	5	4	5	5	5
	T	5	5	5	5	5
	W	5	5	5	5	5
	T	5	5	5	5	5
	F	5	5	5	5	5

Weekly Totals: In Token Money

Victoria	$1.25 for 5 days.
Jimmy	$ .50 for 2 days.
Eileen	$1.25 for 5 days.
Doris	$ .97 for 4 days.
Pam	$ .96 for 4 days.
Ella	$1.24 for 5 days.

Weekly Total for group: $6.17 out of a possible $6.25 or 98.7 % of the total possible.

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Appendix 11: WORK WEEK No. 3 79/80

DAILY/WEEKLY WORK RECORD

NAME / Day	PUNCTUALITY M	T	W	T	F	Avg. Daily Wage	BEHAVIOR M	T	W	T	F	Avg. Daily Wage
Victoria	5	5	5	5	5	5.0	5	5	4	5	4	4.6
Jimmy	5	4	5	2	5	4.2	4	4	4	5	3	4.0
Eileen	5	5	5	5	5	5.0	5	5	5	5	5	5.0
Doris	5	5	ab.	5	5	5.0	5	5	ab.	5	5	5.0
Pam	5	5	5	5	5	5.0	5	5	4	5	4	4.6
Ella	5	5	ab.	5	5	5.0	5	5	ab.	5	5	5.0
	APPEARANCE											
Victoria	5	5	5	5	5	5.0						
Jimmy	5	5	5	5	5	5.0						
Eileen	5	5	5	5	5	5.0						
Doris	5	5	ab.	5	5	5.0						
Pam	4	4	5	5	5	4.6						
Ella	5	4	ab.	5	5	4.75						
	FOLLOWING DIRECTIONS											
Victoria	4	4	5	5	4	4.4						
Jimmy	4	4	5	4	3	4.0						
Eileen	5	5	5	5	5	5.0						
Doris	5	5	ab.	5	4	4.75						
Pam	4	4	5	5	5	4.6						
Ella	5	5	ab.	5	5	5.0						
	COMPLETING TASK											
Victoria	4	4	5	5	4	4.4						
Jimmy	4	4	4	5	3	4.0						
Eileen	5	5	5	5	5	5.0						
Doris	5	5	ab.	4	4	4.5						
Pam	4	4	5	5	4	4.4						
Ella	5	5	ab.	5	5	5.0						

Appendix 12: WORK WEEK No. 3 79/80

Name	Day	Punctuality	Appearance	Following Directions	Completing Job	Behavior
Victoria	M	5	5	4	4	5
	T	5	5	4	4	5
	W	5	5	5	5	5
	T	5	5	5	5	5
	F	5	5	4	4	4
Jimmy	M	5	5	4	4	4
	T	4	5	4	4	4
	W	5	5	5	4	4
	T	2	5	4	5	4
	F	5	5	3	3	3
Eileen	M	5	5	5	5	5
	T	5	5	5	5	5
	W	5	5	5	5	5
	T	5	5	5	5	5
	F	5	5	5	5	5
Doris	M	5	5	5	5	5
	T	5	5	5	5	5
	W	ab.	ab.	ab.	ab.	ab.
	T	5	5	5	4	5
	F	5	5	4	4	5
Pam	M	5	4	4	4	5
	T	5	4	4	4	5
	W	5	5	5	5	5
	T	5	5	5	5	5
	F	5	5	4	4	4
Ella	M	5	5	5	5	5
	T	5	4	5	5	5
	W	ab.	ab.	ab.	ab.	ab.
	T	5	5	5	5	5
	F	5	5	5	5	5

Weekly Totals: In Currency

Victoria	$1.17	for 5 days
Jimmy	$1.06	for 5 days
Eileen	$1.25	for 5 days
Doris	$ .97	for 4 days
Pam	$1.15	for 5 days
Ella	$ .99	for 4 days

Total weekly for group: $6.59 out of a possible $7.00 or 94.1% of total possible.

Appendix 13: WORK WEEK No. 4 78/79

DAILY/WEEKLY WORK RECORD

NAME Day	PUNCTUALITY M	T	W	T	F	Avg. Daily Wage	BEHAVIOR M	T	W	T	F	Avg. Daily Wage
Victoria	4	5	5	5	ab.	4.75	5	5	5	5	ab.	5.0
Jimmy	5	ab.	ab.	5	5	5.0	3	ab.	ab.	3	3	3.0
Eileen	4	4	5	5	5	4.6	5	5	5	5	5	5.0
Doris	5	5	5	5	5	5.0	5	4	4	4	4	4.2
Pam	ab.	4	5	5	5	4.75	ab.	5	5	5	5	5.0
Ella	4	ab.	5	5	5	4.75	5	ab.	5	5	5	5.0
	APPEARANCE											
Victoria	5	5	5	5	ab.	5.0						
Jimmy	5	ab.	ab.	5	5	5.0						
Eileen	5	5	5	5	5	5.0						
Doris	4	4	4	4	4	4.0						
Pam	ab.	4	4	5	5	4.5						
Ella	5	ab.	5	5	5	5.0						
	FOLLOWING DIRECTIONS											
Victoria	4	5	5	5	ab.	4.75						
Jimmy	3	ab.	ab.	3	3	3.0						
Eileen	5	5	5	5	5	5.0						
Doris	4	4	5	5	5	4.6						
Pam	ab.	4	4	4	4	4.0						
Ella	4	ab.	5	5	5	4.75						
	COMPLETING TASK											
Victoria	4	5	5	5	ab.	4.75						
Jimmy	4	ab.	ab.	4	4	4.0						
Eileen	5	5	5	5	5	5.0						
Doris	4	4	4	5	5	4.4						
Pam	ab.	3	3	4	4	3.5						
Ella	4	ab.	5	5	5	4.75						

Appendix 14: WORK WEEK No. 4 78/79

Name	Day	Punctuality	Appearance	Following Directions	Completing Task	Behavior
Victoria	M	4	5	4	4	5
	T	5	5	5	5	5
	W	5	5	5	5	5
	T	5	5	5	5	5
	F	ab.	ab.	ab.	ab.	ab.
Jimmy	M	5	5	3	4	3
	T	ab.	ab.	ab.	ab.	ab.
	W	ab.	ab.	ab.	ab.	ab.
	T	5	5	3	4	3
	F	5	5	3	4	3
Eileen	M	4	5	5	5	5
	T	4	5	5	5	5
	W	5	5	5	5	5
	T	5	5	5	5	5
	F	5	5	5	5	5
Doris	M	5	4	4	4	5
	T	5	4	4	4	4
	W	5	4	5	4	4
	T	5	4	5	5	4
	F	5	4	5	5	4
Pam	M	ab.	ab.	ab.	ab.	ab.
	T	4	4	4	3	5
	W	5	4	4	3	5
	T	5	5	4	4	5
	F	5	5	4	4	5
Ella	M	4	5	4	4	5
	T	ab.	ab.	ab.	ab.	ab.
	W	5	5	5	5	5
	T	5	5	5	5	5
	F	5	5	5	5	5

Weekly Totals: Token Money

Victoria	$ .97 for 4 days.
Jimmy	$ .60 for 3 days.
Eileen	$1.23 for 5 days.
Doris	$1.11 for 5 days.
Pam	$ .87 for 4 days.
Ella	$ .97 for 4 days.

Weekly Total for group: $5.75 out of a possible $6.25 or 92.0% of the total possible.

Appendix 15: WORK WEEK No. 4 79/80

DAILY/WEEKLY WORK RECORD

NAME / Day	PUNCTUALITY M	T	W	T	F	Avg. Daily Wage
Victoria	ab.	5	5	5	5	5.0
Jimmy	4	not on job	4	3	not on job	3.6
Eileen	5	ab.	4	4	5	4.5
Doris	5	3	5	4	5	4.4
Pam	5	5	5	5	5	5.0
Ella	4	5	5	5	5	4.8

	APPEARANCE					
Victoria	ab.	5	5	5	5	5.0
Jimmy	5	not on job	5	5	not on job	5.0
Eileen	5	ab.	5	5	5	5.0
Doris	5	4	5	5	5	4.8
Pam	5	4	5	4	4	4.4
Ella	5	4	5	4	5	4.6

	FOLLOWING DIRECTIONS					
Victoria	ab.	4	5	4	5	4.5
Jimmy	3	not on job	3	3	not on job	3.0
Eileen	5	ab.	4	5	5	4.75
Doris	5	4	4	4	5	4.4
Pam	5	4	5	5	5	4.8
Ella	5	4	5	5	5	4.8

	COMPLETING TASK					
Victoria	ab.	3	5	4	5	4.25
Jimmy	3	not on job	3	2	not on job	2.6
Eileen	5	ab.	5	5	5	5.0
Doris	5	4	3	4	5	4.2
Pam	5	3	4	4	5	4.2
Ella	5	4	5	5	5	4.8

NAME / Day	BEHAVIOR M	T	W	T	F	Avg. Daily Wage
Victoria	ab.	5	5	5	5	5.0
Jimmy	3	not on job	2	2	not on job	2.3
Eileen	5	ab.	5	5	5	5.0
Doris	5	5	5	4	5	4.8
Pam	5	4	5	5	5	4.8
Ella	5	5	5	5	5	5.0

Note: Jimmy had a problem completing his work and behaving, partly due to a change in medication.

Appendix 16: WORK WEEK No. 4 79/80

Name	Day	Punctuality	Appearance	Following Directions	Completing Task	Behavior
Victoria	M	ab.	ab.	ab.	ab.	ab.
	T	5	5	4	3	5
	W	5	5	5	5	5
	T	5	5	4	4	5
	F	5	5	5	5	5
Jimmy	M	4	5	3	3	3
	T	* not on job				
	W	4	5	3	3	2
	T	3	5	3	2	2
	F	* not on job				
Eileen	M	5	5	5	5	5
	T	ab.	ab.	ab.	ab.	ab.
	W	4	5	4	5	5
	T	4	5	5	5	5
	F	5	5	5	5	5
Doris	M	5	5	5	5	5
	T	3	4	4	4	5
	W	5	5	4	3	5
	T	4	5	4	4	4
	F	5	5	5	5	5
Pam	M	5	5	5	5	5
	T	5	4	4	3	4
	W	5	5	5	4	5
	T	5	4	5	4	5
	F	5	4	5	5	5
Ella	M	4	5	5	5	5
	T	5	4	4	4	5
	W	5	5	5	5	5
	T	5	4	5	5	5
	F	5	5	5	5	5

Weekly Totals: In Currency

Victoria	$ .95 for 4 days.
Jimmy	$ .50 for 3 days.
Eileen	$ .97 for 4 days.
Doris	$1.13 for 5 days.
Pam	$1.16 for 5 days.
Ella	$1.20 for 5 days.

Weekly Total for group: $5.91 out of a possible $6.50 or 91% of the total possible.

Appendix 17:

WORK WEEK No. 5 78/79

DAILY/WEEKLY WORK RECORD

NAME	PUNCTUALITY M	T	W	T	F	Avg. Daily Wage	NAME	BEHAVIOR M	T	W	T	F	Avg. Daily Wage
Victoria	5	5	5	5	5	5.0	Victoria	5	5	5	5	5	5.0
Jimmy	5	5	5	5	5	5.0	Jimmy	5	5	5	5	5	5.0
Eileen	5	5	5	5	5	5.0	Eileen	5	5	5	5	5	5.0
Doris	5	5	5	5	5	5.0	Doris	5	5	4	5	5	4.8
Pam	5	5	5	5	5	5.0	Pam	5	5	5	5	5	5.0
Ella	5	5	5	5	5	5.0	Ella	5	5	5	5	5	5.0
	APPEARANCE												
Victoria	5	5	5	5	5	5.0							
Jimmy	5	5	5	5	5	5.0							
Eileen	5	5	5	5	5	5.0							
Doris	5	5	5	5	5	5.0							
Pam	5	5	5	5	5	5.0							
Ella	5	5	5	5	5	5.0							
	FOLLOWING DIRECTIONS												
Victoria	5	5	5	5	5	5.0							
Jimmy	5	5	5	5	5	5.0							
Eileen	5	5	5	5	5	5.0							
Doris	5	5	5	5	5	5.0							
Pam	5	5	5	5	3	4.6							
Ella	5	5	5	5	5	5.0							
	COMPLETING TASK												
Victoria	5	5	5	5	5	5.0							
Jimmy	5	5	3	5	5	4.6							
Eileen	5	5	5	5	5	5.0							
Doris	3	5	4	5	5	4.4							
Pam	5	5	5	5	5	5.0							
Ella	5	5	5	5	5	5.0							

Appendix 18: WORK WEEK No. 5 78/79

Name	Day	Punctuality	Appearance	Following Directions	Completing Task	Behavior
Victoria	M	5	5	5	5	5
	T	5	5	5	5	5
	W	5	5	5	5	5
	T	5	5	5	5	5
	F	5	5	5	5	5
Jimmy	M	5	5	5	5	5
	T	5	5	5	5	5
	W	5	5	5	5	5
	T	5	5	5	5	5
	F	5	5	5	5	5
Eileen	M	5	5	5	5	5
	T	5	5	5	5	5
	W	5	5	5	5	5
	T	5	5	5	5	5
	F	5	5	5	5	5
Doris	M	5	5	5	3	5
	T	5	5	5	5	5
	W	5	5	5	4	5
	T	5	5	5	5	5
	F	5	5	5	5	5
Pam	M	5	5	5	5	5
	T	5	5	5	5	5
	W	5	5	5	5	5
	T	5	5	5	5	5
	F	5	5	3	5	5
Ella	M	5	5	5	5	5
	T	5	5	5	5	5
	W	5	5	5	5	5
	T	5	5	5	5	5
	F	5	5	5	5	5

Weekly Totals: In Token Money

Victoria	$1.25 for 5 days.
Jimmy	$1.23 for 5 days.
Eileen	$1.25 for 5 days.
Doris	$1.21 for 5 days.
Pam	$1.23 for 5 days.
Ella	$1.25 for 5 days.

Weekly Total for group: $7.42 out of a possible $7.50 or 98.9% of the total possible.

Appendix 19: WORK WEEK No. 5 79/80

NAME	PUNCTUALITY M	T	W	T	F	Avg. Daily Wage	BEHAVIOR M	T	W	T	F	Avg. Daily Wage
Victoria	5	5	5	4	5	4.8	5	5	5	5	5	5.0
Jimmy	3	5	not on job	not on job	5	4.6	4	3	not on job	not on job	3	3.3
Eileen	5	5	5	5	5	5.0	5	5	5	5	5	5.0
Doris	5	5	5	4	5	4.8	5	5	5	5	5	5.0
Pam	5	5	5	5	5	5.0	4	4	5	5	5	4.6
Ella	3	5	5	5	ab.	4.5	4	4	3	5	ab.	4.0
	APPEARANCE											
Victoria	5	5	5	5	5	5.0						
Jimmy	5	4	not on job	not on job	4	4.6						
Eileen	5	5	5	5	5	5.0						
Doris	5	5	5	5	5	5.0						
Pam	5	5	5	4	5	4.8						
Ella	5	5	5	5	ab.	5.0						
	FOLLOWING DIRECTIONS											
Victoria	5	5	5	5	5	5.0						
Jimmy	4	4	not on job	not on job	3	3.6						
Eileen	5	5	5	5	3	4.6						
Doris	5	5	5	5	5	5.0						
Pam	5	5	5	5	5	5.0						
Ella	5	5	5	5	ab.	5.0						
	COMPLETING TASK											
Victoria	5	5	5	5	5	5.0						
Jimmy	3	3	not on job	not on job	3	3.0						
Eileen	5	5	5	5	5	5.0						
Doris	5	5	5	5	5	5.0						
Pam	3	3	5	5	5	4.2						
Ella	3	3	5	5	ab.	4.0						

Appendix 20: WORK WEEK No. 5 79/80

Name	Day	Punctuality	Appearance	Following Directions	Completing Task	Behavior
Victoria	M	5	5	5	5	5
	T	5	5	5	5	5
	W	5	5	5	5	5
	T	4	5	5	5	5
	F	5	5	5	5	5
Jimmy	M	3	5	4	3	4
	T	5	4	4	3	3
	W	not on job				
	T	not on job				
	F	5	4	3	3	3
Eileen	M	5	5	5	5	5
	T	5	5	5	5	5
	W	5	5	5	5	5
	T	5	5	5	5	5
	F	5	5	3	5	5
Doris	M	5	5	5	5	5
	T	5	5	5	5	5
	W	5	5	5	5	5
	T	4	5	5	5	5
	F	5	5	5	5	5
Pam	M	5	5	5	3	4
	T	5	5	5	3	4
	W	5	5	5	5	5
	T	5	4	5	5	5
	F	5	5	5	5	5
Ella	M	3	5	5	3	4
	T	5	5	5	3	4
	W	5	5	5	5	3
	T	5	5	5	5	5
	F	ab.				

Weekly Totals: In Currency

Victoria	$1.24 for 5 days.
Jimmy	$ .56 for 3 days.
Eileen	$1.23 for 5 days.
Doris	$1.24 for 5 days.
Pam	$1.18 for 5 days.
Ella	$ .90 for 4 days.

Weekly Total for group: $6.35 out of a possible $6.75 or 94.1% of the total possible